



Equity, Diversity and Inclusion

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What is Equity, Diversity and Inclusion?



Equity

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



Diversity

All the ways in which people differ.



Inclusion

A variety of people have power, a voice, and decision-making authority.

The difference between Equality and Equity

Equality is giving everyone the same pair of shoes. Equity is giving everyone a pair of shoes that fits.

Equality does not recognise the individual; whilst equity works to ensure that everyone is provided with appropriate tools and resources according to their individual circumstance, thereby ensuring that everyone may access the same opportunities.

“The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone justly according to their circumstances.”

Paula Dressel
(Race Matters Institute)



Our commitment Our Diversity Charter

It takes diversity of culture, background and vision to create **the future of living**

This charter is an outward commitment to all colleagues and those who we would want to work for us in the future, confirming that diversity within our business matters.

We will strive to ensure these five key areas remain a focus for our business.



Our focus

The team



Our partner organisations

Armed Forces Careers Transition Partnership; Disability Confident; Stonewall; Talent Tap; Women into Construction



2022/23 plans and action

Communicate

- Our Diversity Charter
- Our plans to the wider business

Engage

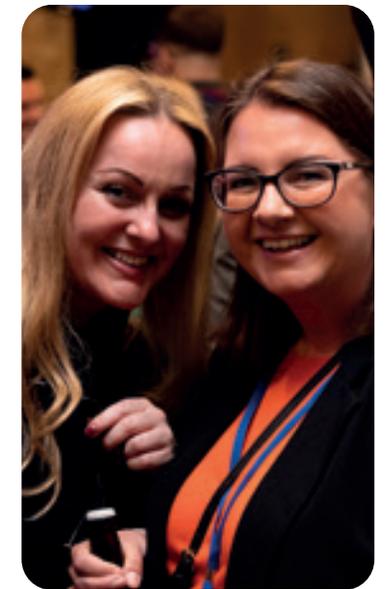
- Get to understand our colleagues more
- Establishing Diversity network
- Work closer with our partner organisations and supply chain

Educate

- Continue to invest in education and training on ED&I matters
- Host series of lunch and learn sessions

Celebrate

- Achievements of our diverse and inclusive colleagues
- Important annual events which highlight diversity
- Religious and cultural occasions



Creating the future of living

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